



**STATE OF HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

830 PUNCHBOWL STREET, ROOM 321  
HONOLULU, HAWAII 96813  
[www.hawaii.gov/labor](http://www.hawaii.gov/labor)  
Phone: (808) 586-8842 / Fax: (808) 586-9099  
Email: [dlir.director@hawaii.gov](mailto:dlir.director@hawaii.gov)

February 13, 2015

To: The Honorable Mark M. Nakashima, Chair,  
The Honorable Jarrett Keohokalole, Vice Chair, and  
Members of the House Committee on Labor & Public Employment

Date: Tuesday, February 17, 2015  
Time: 10:00 a.m.  
Place: Conference Room 309, State Capitol

From: Elaine N. Young, Acting Director  
Department of Labor and Industrial Relations (DLIR)

**Re: H.B. No. 696HD1 Relating to Workforce Development**

**I. OVERVIEW OF PROPOSED LEGISLATION**

HB696 proposes to add a new section to chapter 371, Hawaii Revised Statutes (HRS), to establish a Hawaii healthcare workforce advisory board within the Department of Labor and Industrial Relations. If enacted, the board shall advise the department on strategies for developing the healthcare workforce; develop a mission, objectives, and goals; and advise the department in developing partnerships with healthcare providers, organizations, and stakeholders to further Board goals.

HB696HD1 amended this measure by adding a member of the Center of Nursing to the board; making technical changes for clarity; and changing the effective date to July 1, 2050 to facilitate further discussion.

The DLIR supports the measure as long as its passage does not replace or adversely affect priorities identified in the Executive Budget.

**II. CURRENT LAW**

Chapter 371 pertains to the department and does not include a healthcare workforce board.

### **III. COMMENTS ON THE HOUSE BILL**

This bill was developed based on efforts that began in 2010 when over 150 stakeholders, including Hawaii Pacific Health and other healthcare providers, with the University of Hawaii and the Hawaii Workforce Development Council, convened as a Healthcare Skill Panel to identify critical workforce issues and develop recommendations to address those issues. Their recommendations were published in Hawaii's Healthcare Workforce 20/20 Plan and Report, which included a need for an early warning system to quickly identify looming shortages and skill needs so that corrective action could be taken on a timelier basis.

The recommendations were updated in 2014 through a survey conducted by Kapiolani Community College, in collaboration with Hawaii Pacific Health, Queen's Hospital, and other healthcare providers, with support from the department. The survey of former Healthcare Skill Panel members and other healthcare providers supported the formation of a statewide healthcare workforce advisory board to provide an early warning system of impending shortages and skill needs to address healthcare workforce issues and serve the community more effectively.

The need to have healthcare professionals validate and clarify or modify labor market data has been demonstrated well by the results of the healthcare skill panel. For example, instead of shortages among RNs as projected in labor market data, the panel identified a glut of RNs except those in specialty occupations. Learning these results made planning more accurate for development of employment and training programs.

For these reasons, the department supports the establishment of a statewide healthcare workforce advisory board in the department, provided sufficient funds are appropriated to support board activities and if its passage does not replace or adversely impact priorities identified in the Executive Budget.



DAVID Y. IGE  
GOVERNOR  
  
SHAN S. TSUTSUI  
LT. GOVERNOR

**STATE OF HAWAII**  
**OFFICE OF THE DIRECTOR**  
**DEPARTMENT OF COMMERCE AND CONSUMER AFFAIRS**  
335 MERCHANT STREET, ROOM 310  
P.O. Box 541  
HONOLULU, HAWAII 96809  
Phone Number: 586-2850  
Fax Number: 586-2856  
[www.hawaii.gov/dcca](http://www.hawaii.gov/dcca)

CATHERINE P. AWAKUNI COLÓN  
DIRECTOR  
  
JO ANN M. UCHIDA TAKEUCHI  
DEPUTY DIRECTOR

TO THE HOUSE COMMITTEE ON LABOR AND PUBLIC EMPLOYMENT

TWENTY-EIGHTH LEGISLATURE  
Regular Session of 2015

Tuesday, February 17, 2015  
10:00 a.m.

**TESTIMONY ON HOUSE BILL NO. 696, H.D. 1 – RELATING TO WORKFORCE DEVELOPMENT.**

TO THE HONORABLE MARK M. NAKASHIMA, CHAIR, AND MEMBERS OF THE COMMITTEE:

My name is Gordon Ito, State Insurance Commissioner, testifying on behalf of the Department of Commerce and Consumer Affairs ("Department"). The Department supports this bill.

The purpose of this bill is to establish the Hawaii Healthcare Workforce Advisory Board to advise the Department of Labor and Industrial Relations in fulfilling the objectives established by section 226-20, Hawaii Revised Statutes, of the Hawaii State Planning Act ("Act").

The Department agrees that Hawaii should follow the recommendations made by the Hawaii Healthcare Workforce 20/20 plan to strengthen the path into health careers, and take additional efforts toward meeting the health-related objectives and policies established by the Act.

We thank the Committee for the opportunity to present testimony on this matter.



Chamber *of* Commerce HAWAII  
*The Voice of Business*

**Testimony to the House Committee on Labor & Public Employment  
Tuesday, February 17, 2015 at 10:00 A.M.  
Conference Room 309, State Capitol**

**RE: HOUSE BILL 696 HD1 RELATING TO WORKFORCE DEVELOPMENT**

Chair Nakashima, Vice Chair Keohokalole, and Members of the Committee:

The Chamber of Commerce of Hawaii ("The Chamber") **supports** HB 696 HD1, which establishes the Hawaii Healthcare Workforce Advisory Board to help increase and strengthen the healthcare workforce in the State.

The Chamber is the largest business organization in Hawaii, representing about 1,000 businesses. Approximately 80% of our members are small businesses with less than 20 employees. As the "Voice of Business" in Hawaii, the organization works on behalf of members and the entire business community to improve the state's economic climate and to foster positive action on issues of common concern.

HB 696 HD1 provides necessary support to the healthcare industry to ensure that the state will have an adequate supply of healthcare providers. The Chamber supports the bill's proposal of a workforce advisory board to fulfill the objectives provided in section 226-20, Hawaii Revised Statutes, which include providing sufficient services for prevention and treatment of health problems and encouraging public and private cooperated efforts to accommodate the health needs of the state.

Thank you for the opportunity to testify.



949 Kamokila Boulevard, 3<sup>rd</sup> Floor, Suite 350, Kapolei, HI 96707  
808.675.7300 | [www.ohanahealthplan.com](http://www.ohanahealthplan.com)

February 16, 2015

To: The Honorable Mark Nakashima  
Chair, House Committee on Labor and Public Employment

From: 'Ohana Health Plan

Re: HB 696, Relating to Workforce Development  
In Support

Hearing: February 17, 2015, 10 AM  
Hawai'i State Capitol, Conference Room 309

---

'Ohana Health Plan ('Ohana) is a member of the WellCare Health Plans, Inc.'s ("WellCare") family of companies and provides healthcare for over 50,000 Hawai'i residents. Since 2009, 'Ohana has utilized WellCare's national experience to develop a Hawai'i -specific care model that addresses local members' healthcare and health coordination needs. By focusing on the state's Medicaid and Medicare population, 'Ohana serves Hawaii's most vulnerable residents: low-income, elderly, disabled, and individuals with complex medical issues. 'Ohana's mission is to help our members' lead better, healthier lives.

'Ohana Health Plan would like to submit comments in support of HB 696, which establishes the Hawaii healthcare workforce advisory board to help increase and strengthen the healthcare workforce in Hawaii.

'Ohana believes we must continue to build upon the important work from Hawaii's Healthcare Workforce and its 20/20 Plan to support and strengthen opportunities to enter the healthcare field. While the state has many excellent

healthcare providers, it is clear that the current number of providers will not be sufficient to support Hawaii's growing and aging population. Through education and training, we must open the pathway to employment to ensure a robust and skilled healthcare workforce that provides quality care to all of Hawaii's residents.

Thank you for the opportunity to submit testimony on this measure.



# UNIVERSITY OF HAWAII SYSTEM

## Legislative Testimony

---

Testimony Presented Before the  
House Committee on Labor & Public Employment  
Tuesday, February 17, 2014 at 10:00am

By

Robert Bley-Vroman, Chancellor

And

Jerris R. Hedges, MD. Dean  
John A. Burns School of Medicine  
University of Hawai'i at Mānoa

### HB 696 HD1 – RELATING TO WORKFORCE DEVELOPMENT

Chair Nakashima, Vice Chair Keohokalole, and members of the committee:

The University of Hawai'i (UH) supports the over-all concept of this bill, especially given the serious challenges facing the State outlined in the Hawai'i Physician Workforce Assessment presented to the 2015 Hawai'i State Legislature.

While HB 696 HD1 includes initiatives supportive of our goals and objectives, we are concerned about the cost implications generated by this proposal and the placement of a workforce activity within a state agency, contrary to that outlined in the Center for Medicare and Medicaid Innovation State Innovation Model (SIM) for Hawai'i.

Further, the proposal is an unnecessary duplication of work already being performed by the Center for Nursing Studies at UH Mānoa and by the Hawai'i Medical Education Council (HMEC). We support recommendations concerning HMEC which are included in HMEC's 2015 Report to the Legislature, including the expansion of the Council to include representatives of all post-MD Graduate Medical Education (GME, or "MD Residency Training") programs in the State and dedicated funding for GME to allow the Legislature to monitor transparent, strategic application of State monies in support of GME.

Mahalo for allowing us to testify.



Hawaii Association of Health Plans

February 17, 2015

**COMMITTEE ON LABOR & PUBLIC EMPLOYMENT**

Representative Mark Nakashima, Chair

Representative Jarrett Keohokalole, Vice Chair

**RE: House Bill 696 HD1 – Relating to Workforce Development**

Chair Nakashima, Vice Chair Keohokalole and Members of the Committee:

The Hawai'i Association of Health Plans (HAHP) respectfully submits comments in support of HB 696 HD1, which establishes the Hawaii Healthcare Workforce Advisory Board to help increase and strengthen the healthcare workforce in the State.

HAHP commends the committee for hearing this measure in an effort to further recommendations made by the Hawaii Healthcare Workforce 20/20 plan and sees the establishment of this board as logical way to ensure our state is actively working to prepare the workforce of the future for the demands of the healthcare industry.

HAHP would humbly request a representative from our organization be appointed to the Board should your Committee recommend passage of HB696 HD1. Our nine member non-profit organization (including AlohaCare, Hawaii Medical Assurance Association, Hawaii-Western Management Group, Inc., HMSA, Kaiser Permanente, MDX Hawaii, Ohana Health Plan, University Health Alliance, and United Healthcare) represents a diverse stakeholder voice that would lend valuable insight into the Board's work.

Thank you for the opportunity to submit testimony in support of HB 696 HD1.

Sincerely,

Wendy Morriarty  
Chair, HAHP Public Policy Committee

Cc: HAHP Board Members

• AlohaCare • HMAA • HMSA • HWMG • Kaiser Permanente • MDX Hawaii  
• 'Ohana Health Plan • UHA • UnitedHealthcare •

HAHP c/o Jennifer Diesman, HMSA, 818 Keeaumoku Street, Honolulu HI 96814

[www.hahp.org](http://www.hahp.org)



From: mailinglist@capitol.hawaii.gov  
Sent: Saturday, February 14, 2015 11:48 AM  
To: LABtestimony  
Cc: hedgesew@gmail.com  
Subject: Submitted testimony for HB696 on Feb 17, 2015 10:00AM

**HB696**

Submitted on: 2/14/2015

Testimony for LAB on Feb 17, 2015 10:00AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Jerris Hedges	Individual	Oppose	No

Comments: Aloha Representatives, I am writing to oppose HB 696. Although the bill promises to form a body to oversee the workforce assessments of multiple health providers, the ability of such a body to adequately address the breadth of the health care work force would unlikely. The unique aspects of the professional workforce (primarily Physicians, Nurse Practitioners, and Pharmacists), make their grouping and/or inclusion in a larger workforce assessment process most difficult. Further, it is unclear how this body will interact in a meaningful manner with the functioning Hawaii Medical Education Council and Center for Nursing that are doing much good work related to their specific disciplines (Physicians and Nurses, respectively). These bodies use a more focused approach. Building a visionary and collaborative body addressing workforce will be challenging. It is one thing to bring professions together to focus on care delivery approaches. It is another thing to bring these same professions together to focus on individual & collective workforce needs and to support each of the disciplines in the process. Mahalo for your consideration, Jerris Hedges, MD Dean John A. Burns School of Medicine

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

Do not reply to this email. This inbox is not monitored. For assistance please email [webmaster@capitol.hawaii.gov](mailto:webmaster@capitol.hawaii.gov)